



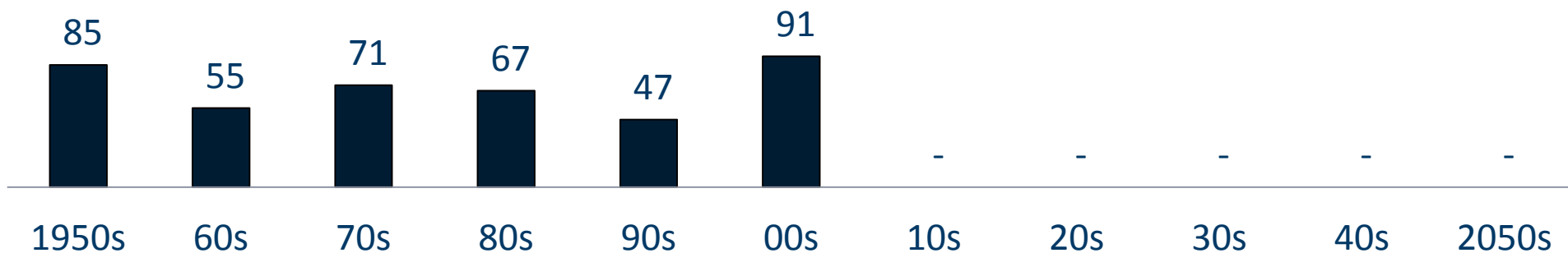
Governor's Workforce Development Council

June 13, 2018

mn.gov/demography

As a state, we have always “aged” in a fairly orderly manner

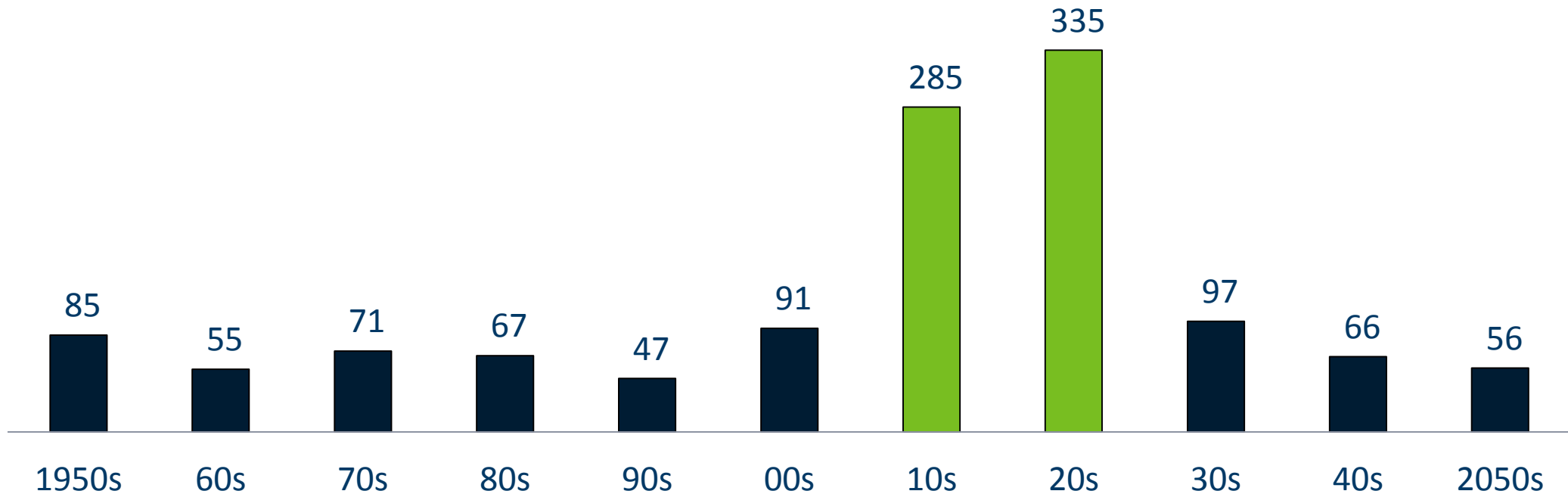
Change in older adults, age 65+ (in thousands)



Source: U.S. Census Bureau

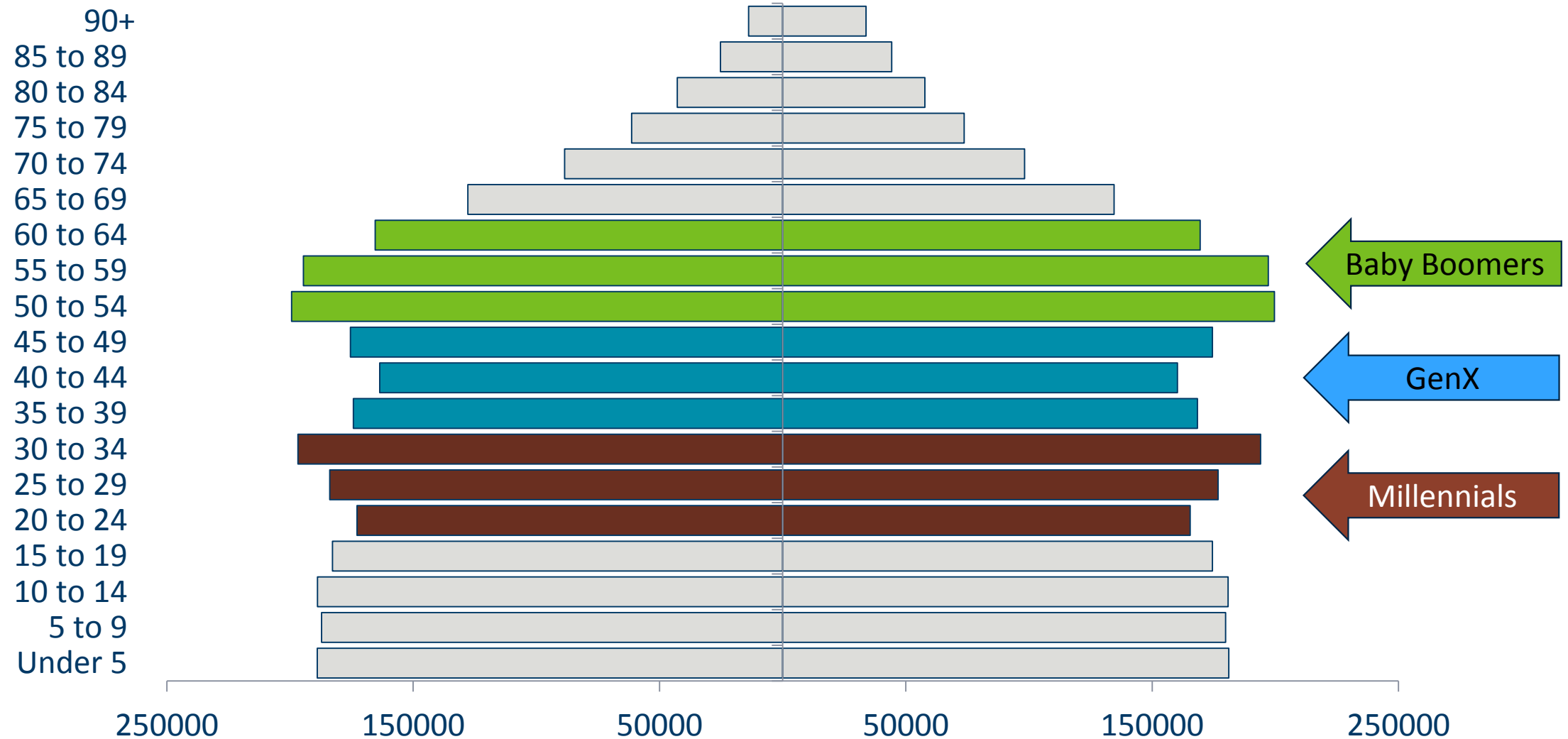
Unprecedented increases in MN's “older adult” population

Change in older adults, age 65+ (in thousands)



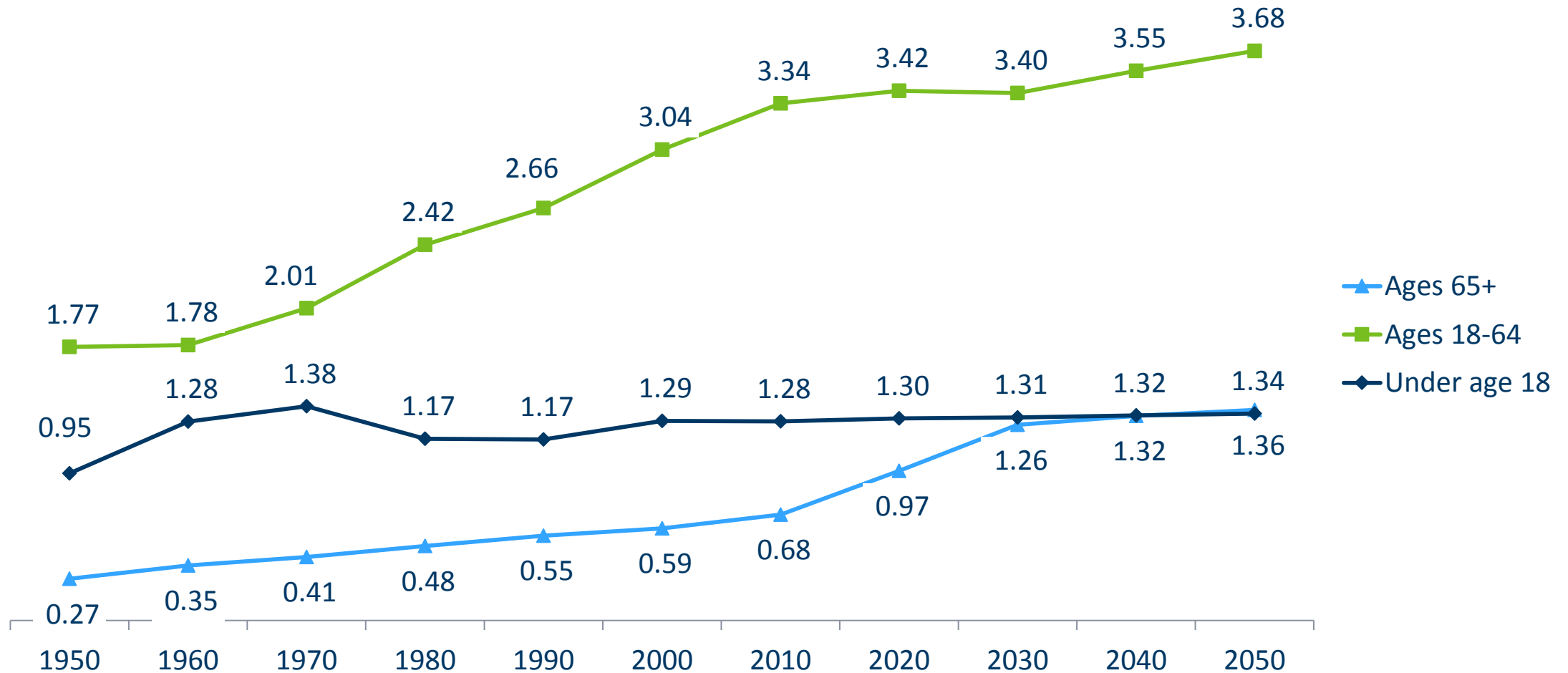
Sources: U.S. Census Bureau, MN State Demographic Center

Population by age and sex Minnesota, 2015

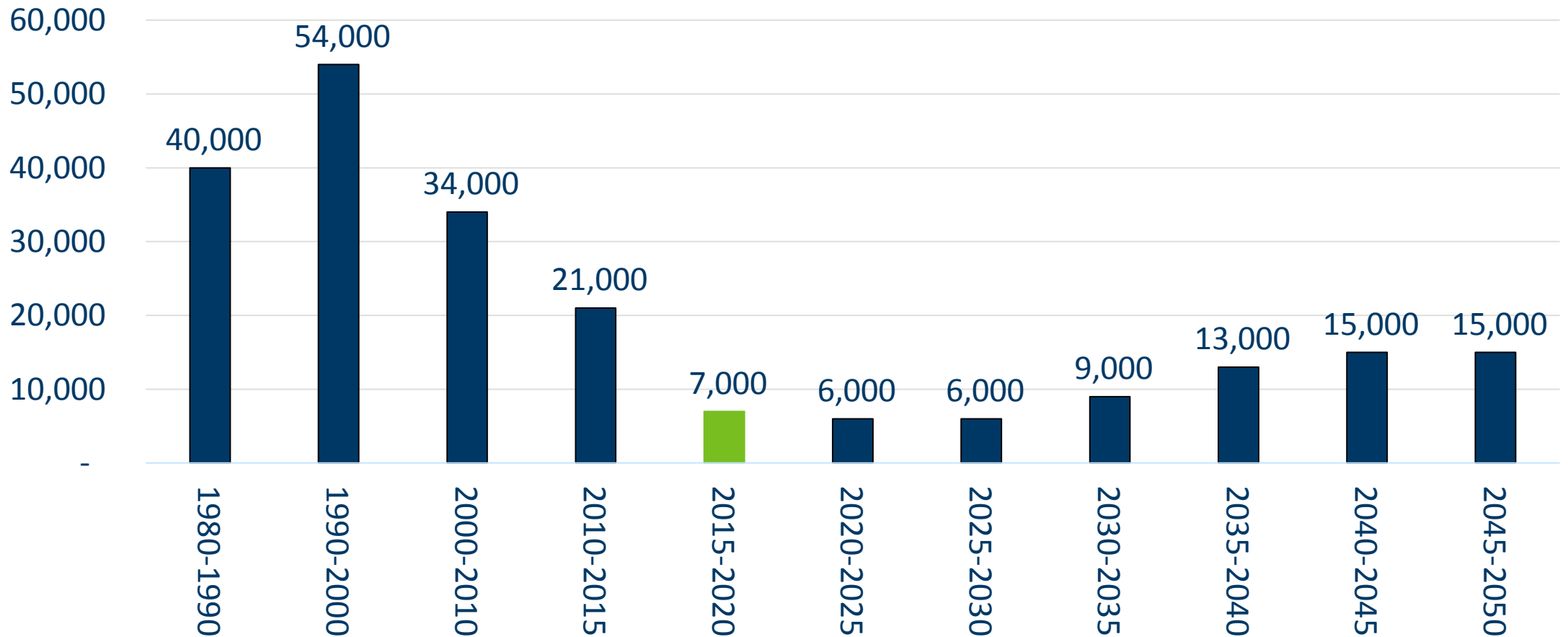


Source: MN State Demographic Center Projections

Little-to -no growth in working-age population in MN over the next 15 years

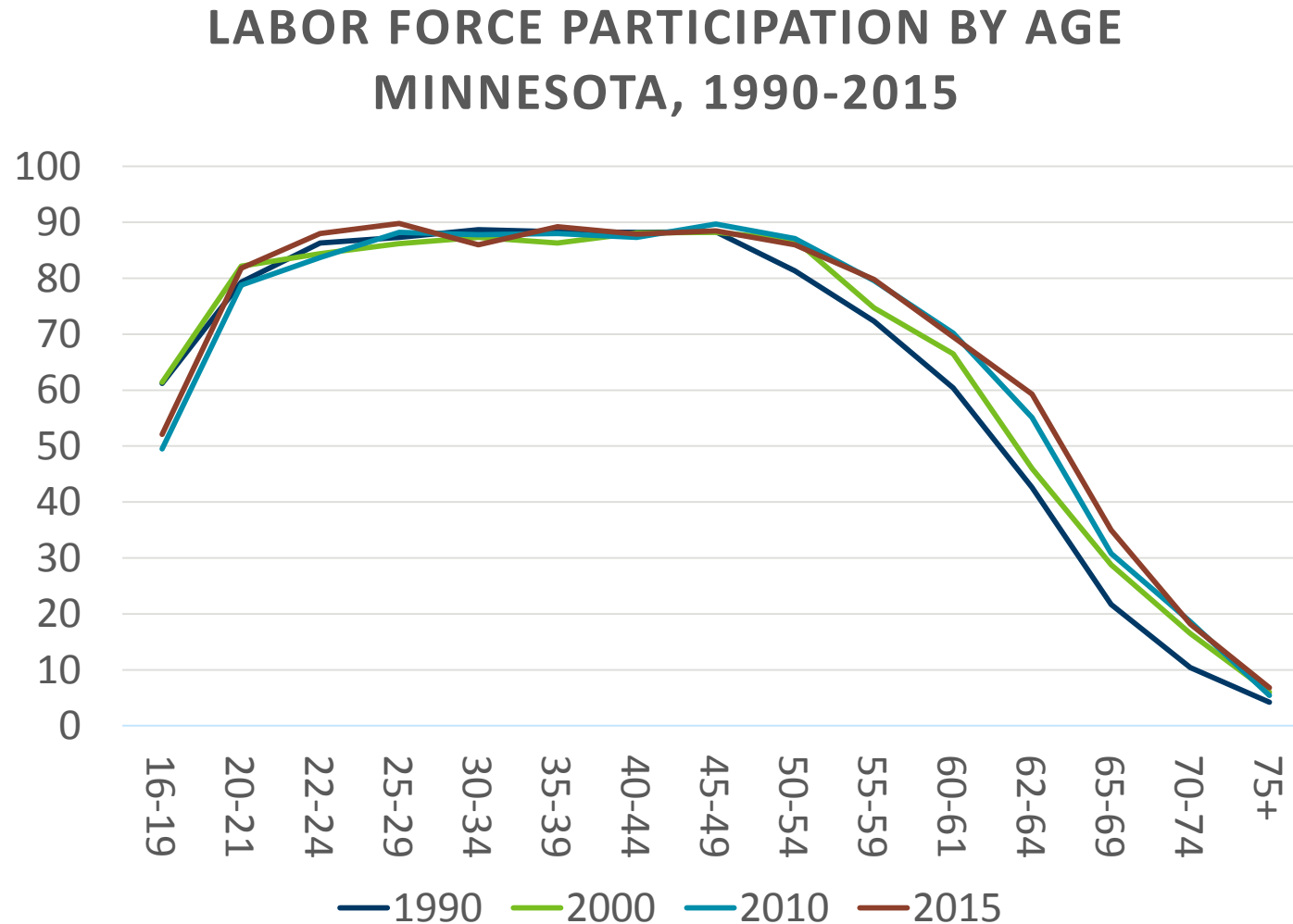


Minnesota's labor force growth is projected to slow further over the next 10 years – 2015 to 2025

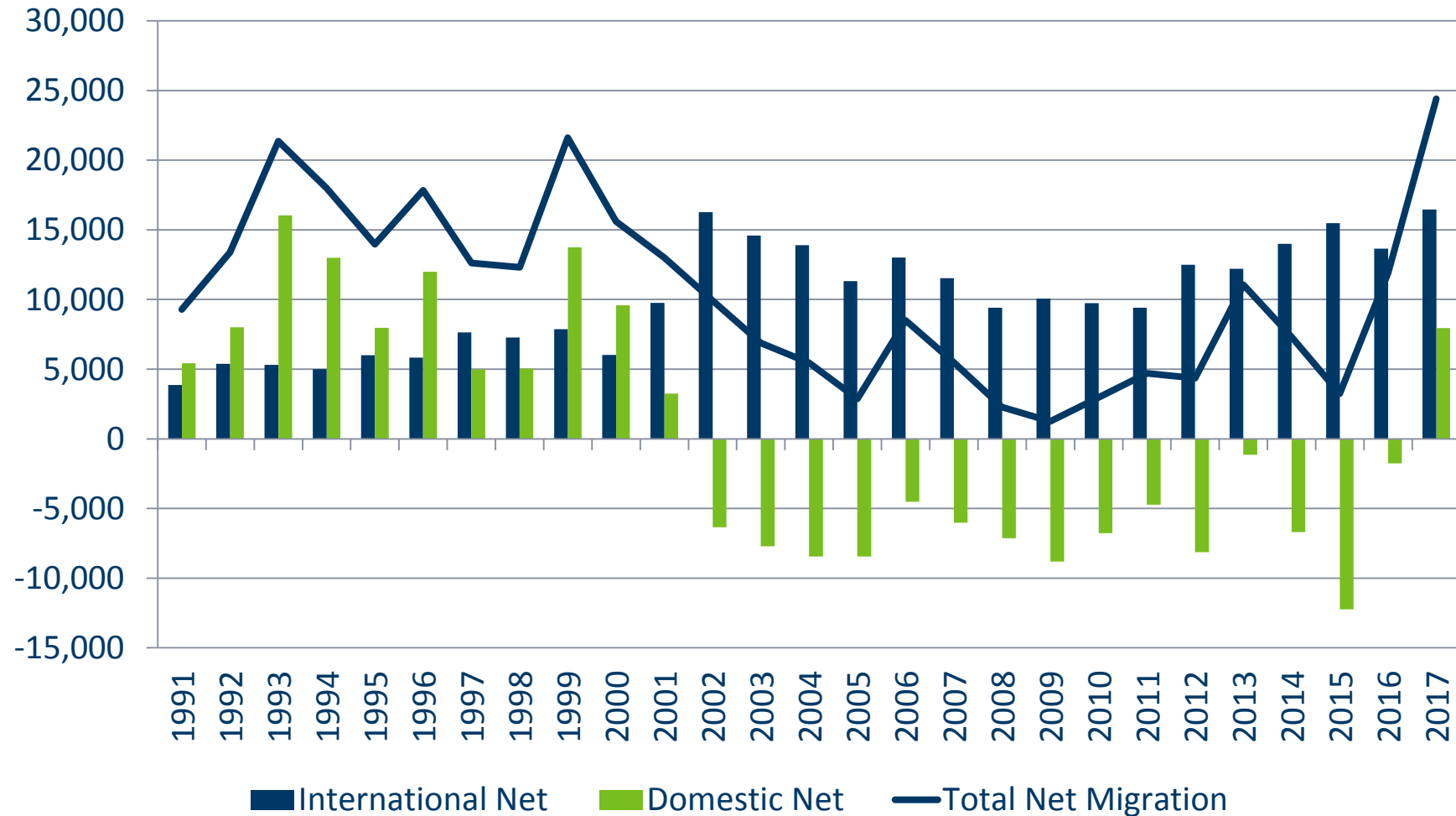


Source: U.S. Census Bureau (1980—2015) and Minnesota State Demographic Center Projections (2015-2045)

Older Minnesotans are working longer than in the past, but they are still retiring in large numbers

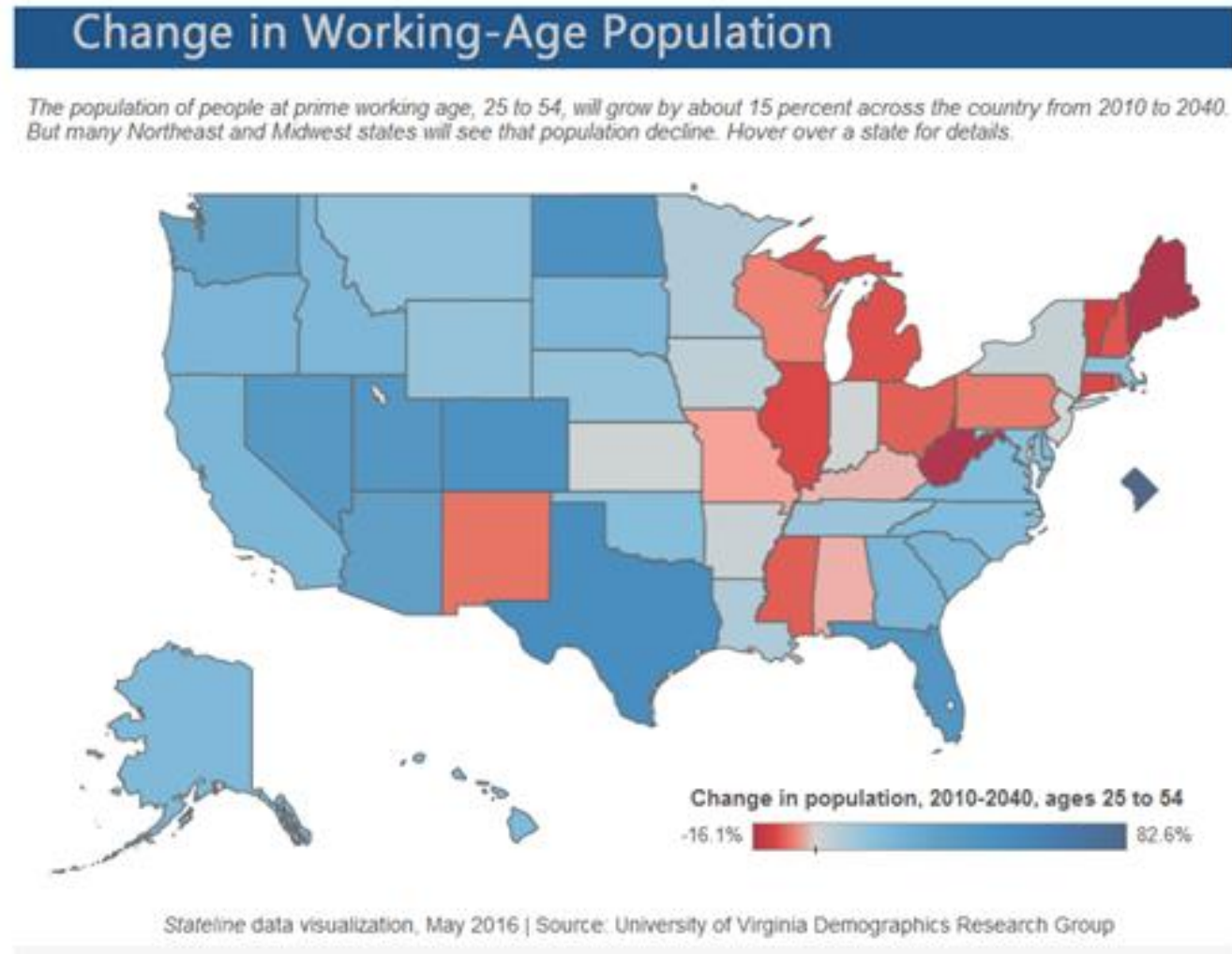


Minnesota's net migration, by international & domestic components



Source: U.S. Census Bureau, Population Estimates Program

- Minnesota poised to fare better than many Midwest and Northeast states
- Working-age population (25-54) in MN projected to grow, though relatively slowly

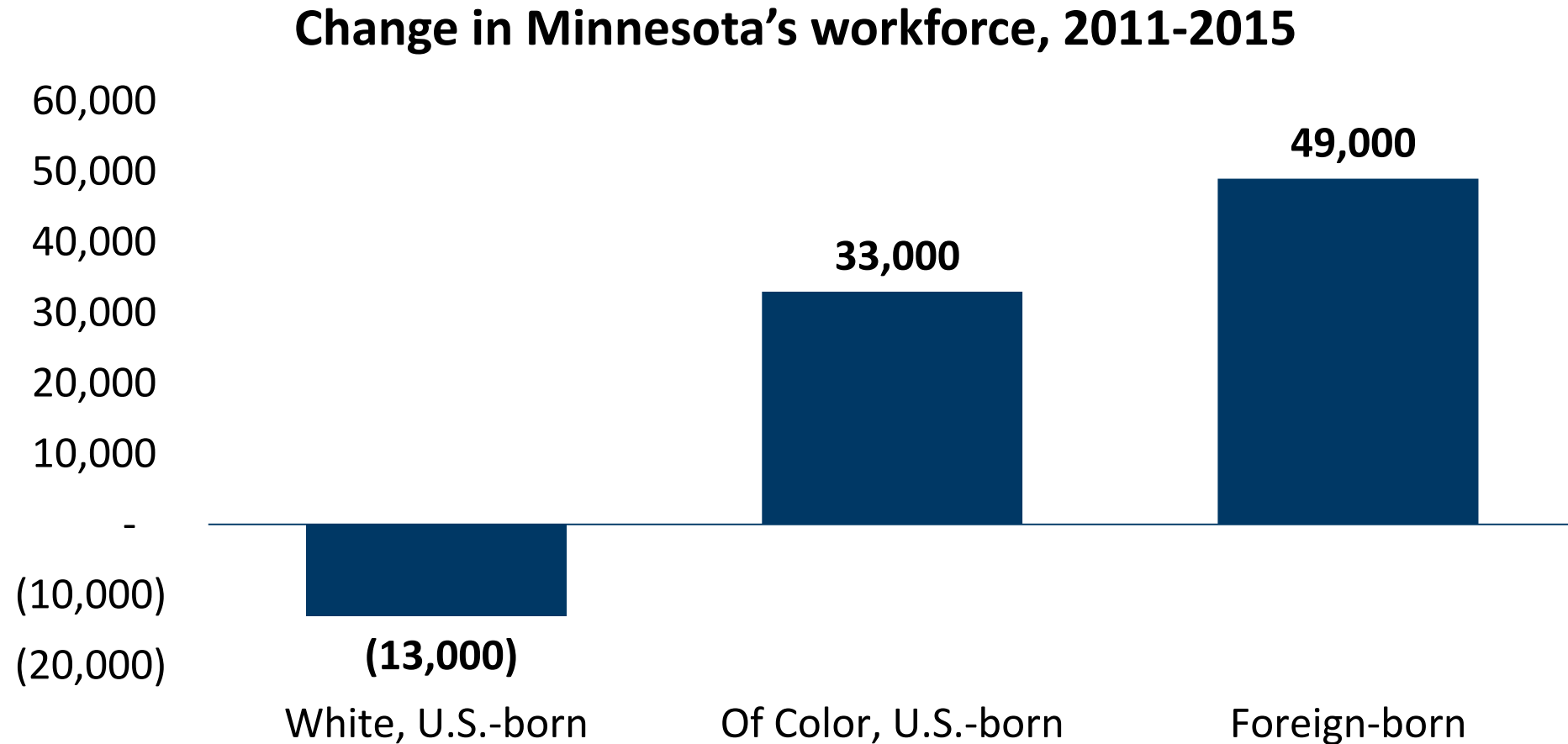


Midwestern states tend to lose residents to other states on net—but gain residents from abroad

Net Migration for Midwestern States April 2010-July 2016 (Cumulative)

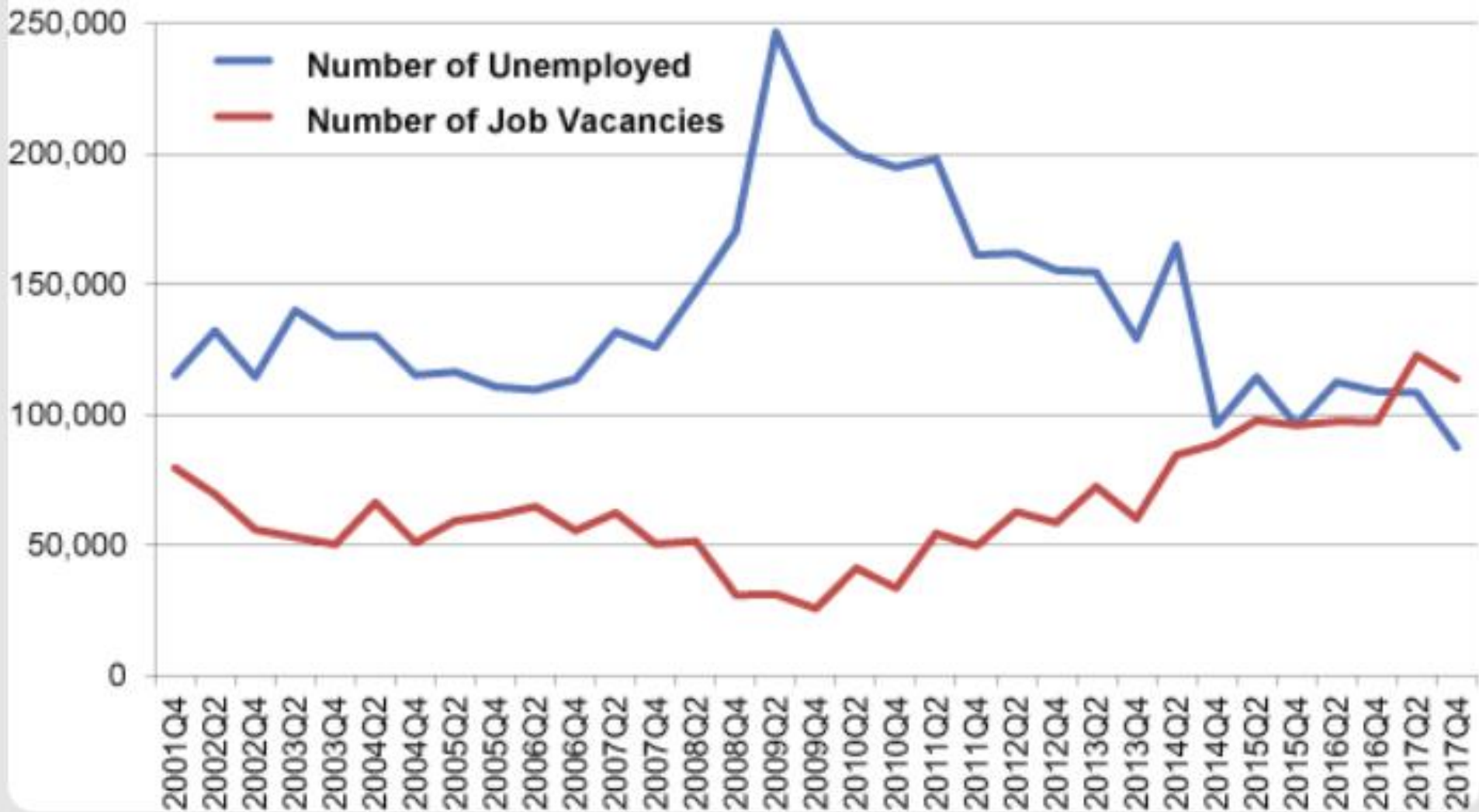
	Net Migration		
	Total	International	Domestic
North Dakota	56,271	9,475	46,796
Minnesota	42,028	80,206	-38,178
Iowa	24,643	35,326	-10,683
South Dakota	21,072	9,563	11,509
Nebraska	14,572	24,303	-9,731
Indiana	4,511	63,671	-59,160
Missouri	-6,804	51,332	-58,136
Wisconsin	-20,083	43,853	-63,936
Kansas	-34,632	35,867	-70,499
Ohio	-70,390	112,592	-182,982
Michigan	-87,519	128,353	-215,872
Illinois	-361,646	178,520	-540,166

If not for Populations of Color and the foreign-born, the size of Minnesota's workforce would be declining



Source: U.S. Census Bureau, American Community Survey

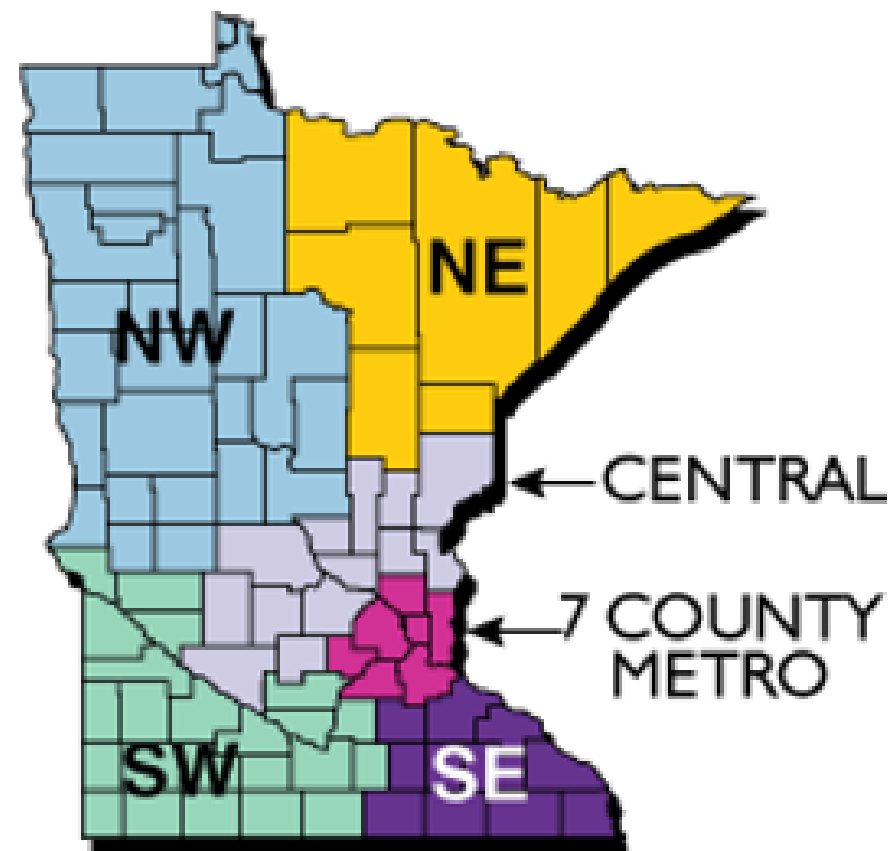
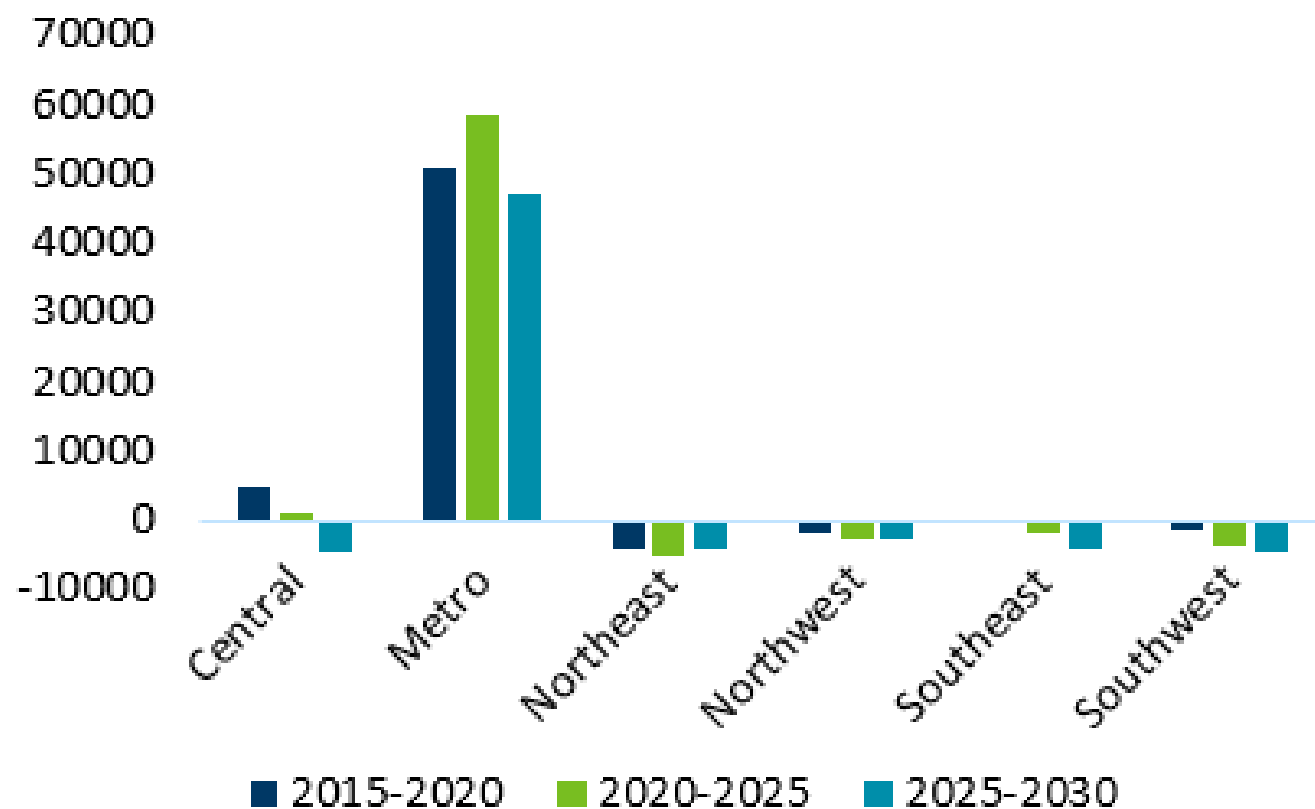
Minnesota Job Vacancies and Unemployed Workers by Quarter



Source: Minnesota Job Vacancies Survey, MN DEED

Greater Minnesota will likely continue to be impacted by labor force shortages

Projected Change in Labor Force (Age 16+)
by MN Planning Areas, 2015-2030



Increasing reports of labor shortages & of employers' response

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Minnesota demand low wages

Two years after
are starting cor

By Chris Serres Star Tribune



Home care aide Jasr Semo on Thursday. I

BUSINESS

Minnesota in the hurt economy

MAY 16, 2017 — 10:01AM



LOCAL

Minnesota summer

Tourism-based
workers. It's lil
change on worl

By Pam Louwagie Star Tribune



BUSINESS

Minnesota is feeling the pinch from a record number of job openings

Minnesota employers that depend on low-wage hires are near a breaking point.

By Evan Ramstad Star Tribune | JANUARY 13, 2018 — 9:18PM

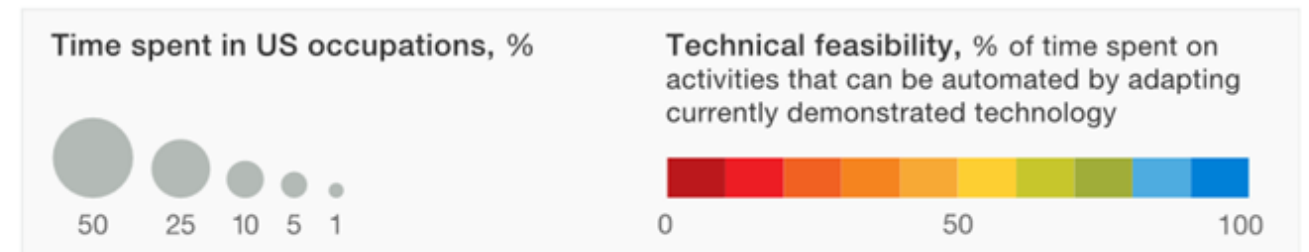


Opportunities to impact labor force's quality and size

- Grow your own (train, retrain, and retain your own)
- Better alignment of preparation (& retooling)
- Pull (or keep) additional folks in the labor force:
 - Older workers
 - People with disabilities
 - Parents, especially mothers
 - Discouraged workers
 - People with less education/skills that align poorly with available jobs
- Attract new workers (domestic, int'l migration)

But what about automation?

Automation is technically feasible for many types of activities in industry sectors, but some activities can be more affected than others.



In practice, automation will depend on more than just technical feasibility. Five factors are involved: technical feasibility; costs to automate; the relative scarcity, skills, and cost of workers who might otherwise do the activity; benefits (eg, superior performance) of automation beyond labor-cost substitution; and regulatory and social-acceptance considerations.

¹**Agriculture** includes forestry, fishing, and hunting; **other services** excludes federal-, state-, and local-government services; **real estate** includes rental and leasing; **administrative** includes administrative support and government administration; **healthcare and social assistance** includes private, state-government, and local-government hospitals; **professional** includes scientific and technical services; **educational services** includes private, state-government, and local-government schools.

²Applying expertise to decision making, planning, and creative tasks.

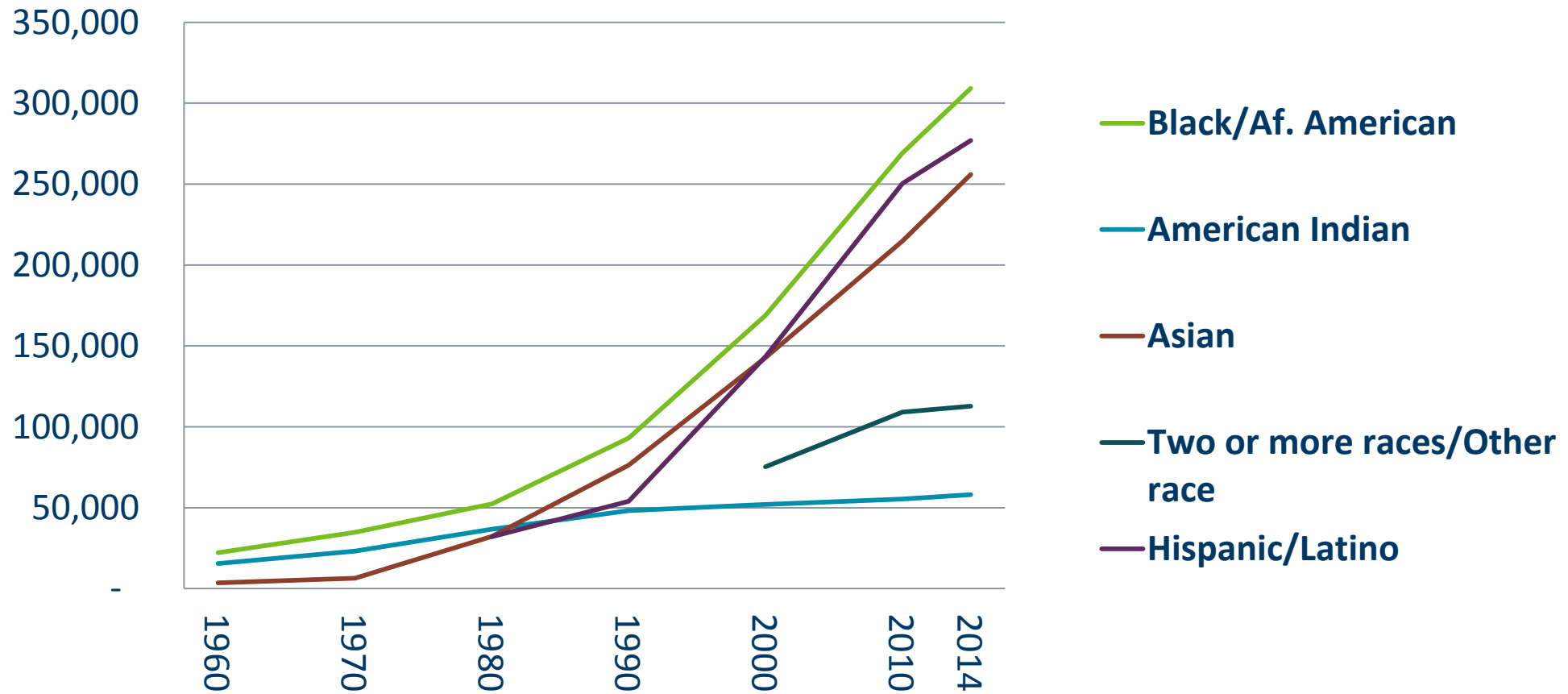
³Unpredictable physical work (physical activities and the operation of machinery) is performed in unpredictable environments, while in predictable physical work, the environments are predictable.



**Growing
diversity**

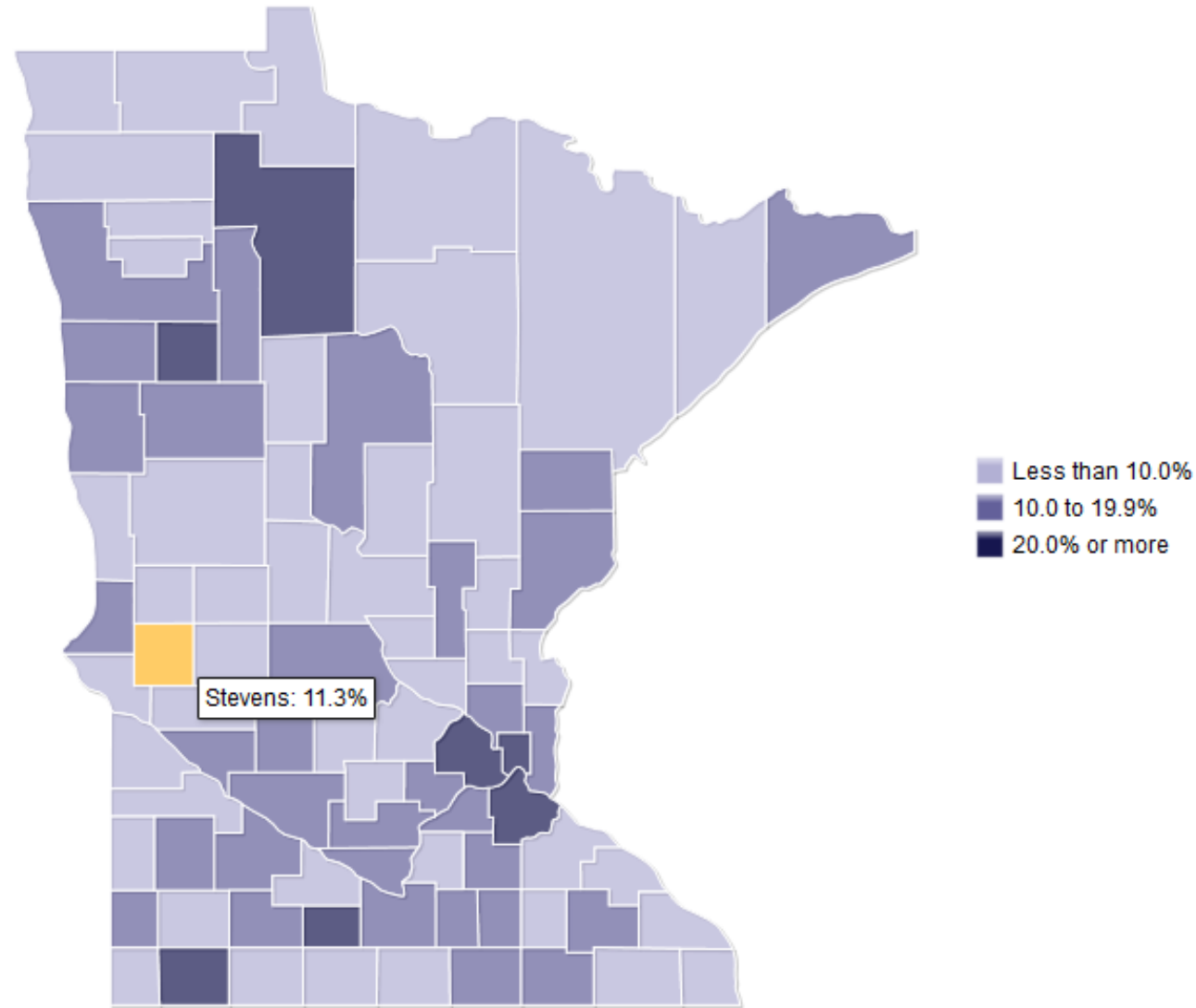
Populations of Color now total 1 million in MN, 19% of the population

Populations of color in Minnesota

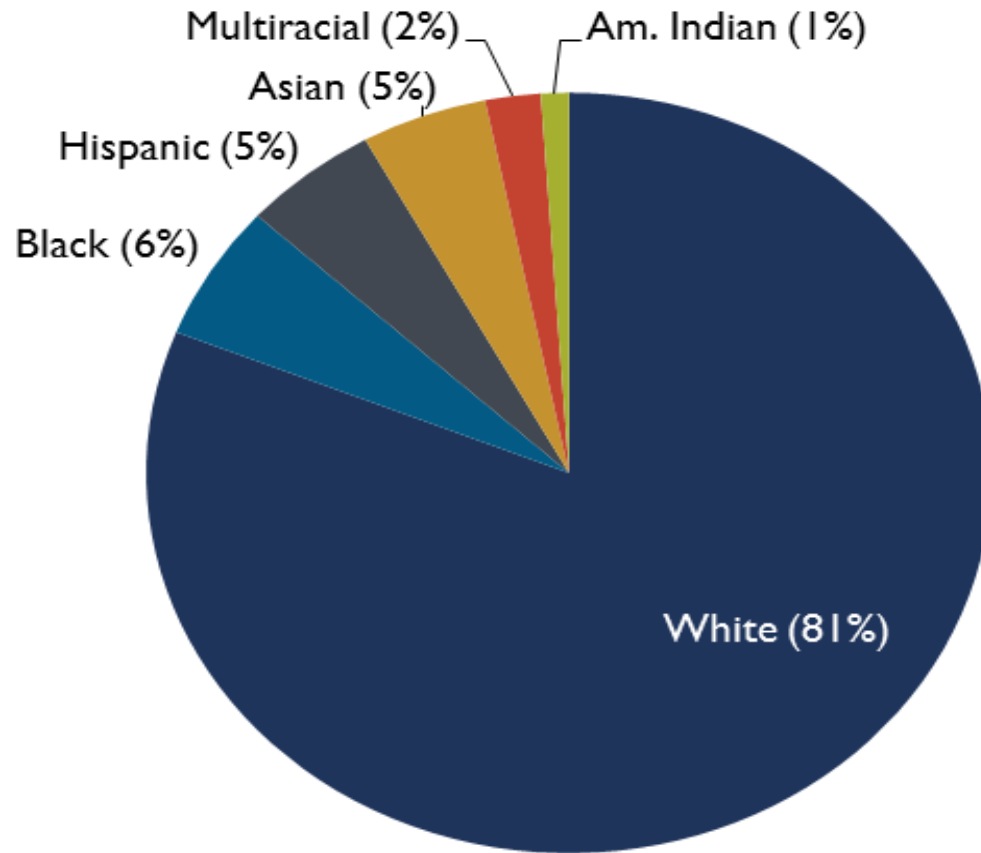


Persons of Color

By county, 2016



MN in 2015 by race/ethnicity (Hispanics removed from all other race groups)

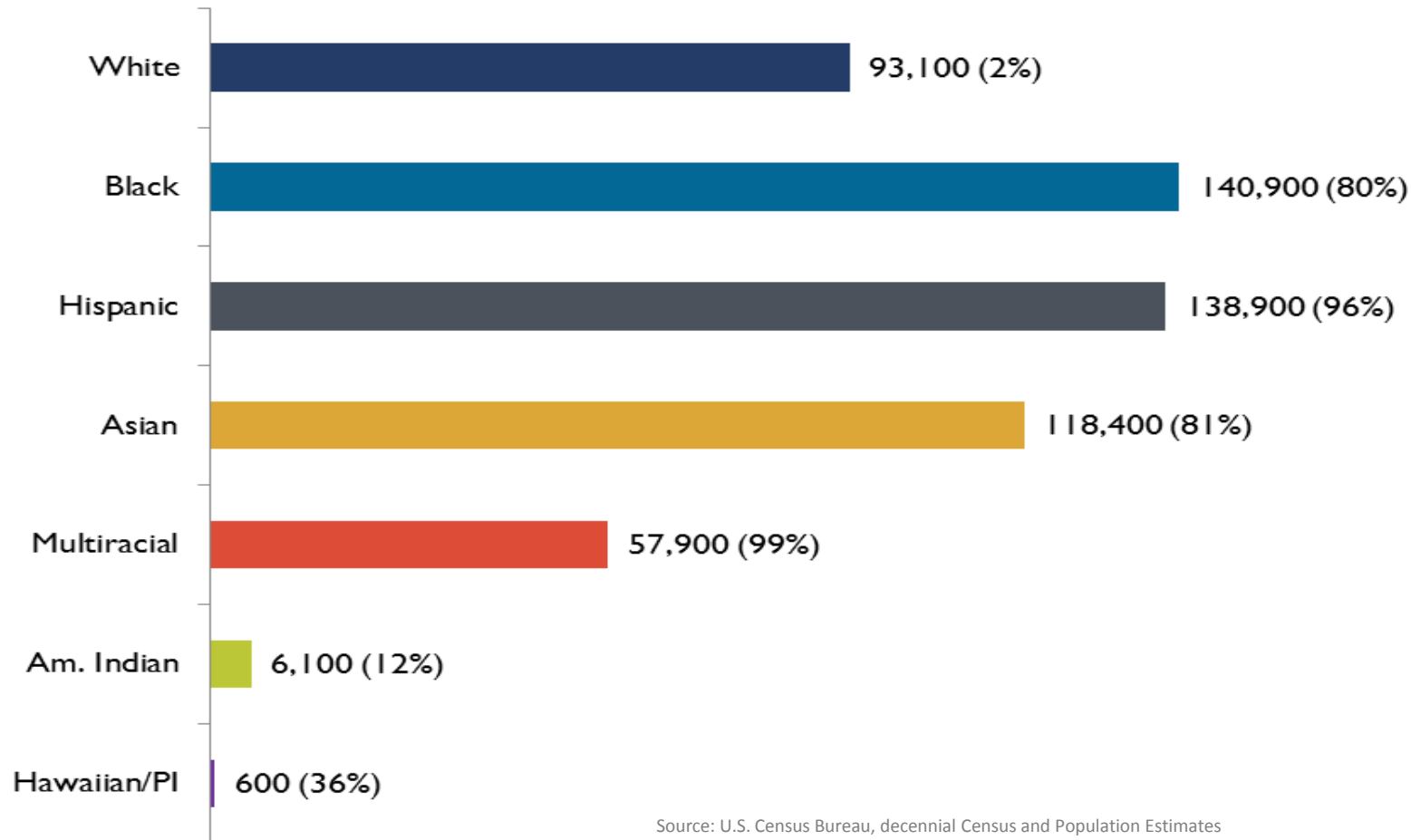


**White population =
4.5million**

**Populations of Color = 1.0
million**

**MN population =
5.5million**

Populations of Color are driving growth in MN (Change, 2000-2015)

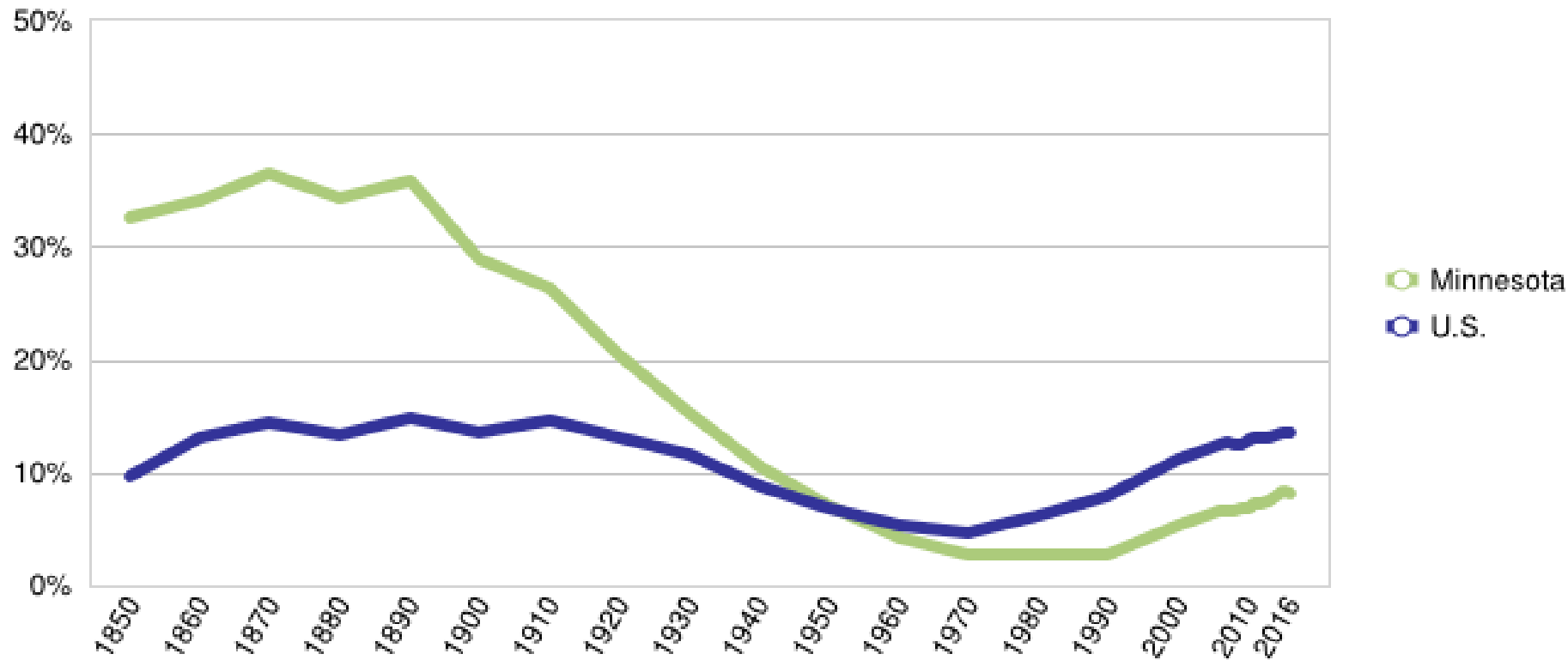


During the past 15 years, the White population grew by 2%, while the Asian, Black, Hispanic, & Multiracial populations grew by 80-96%.

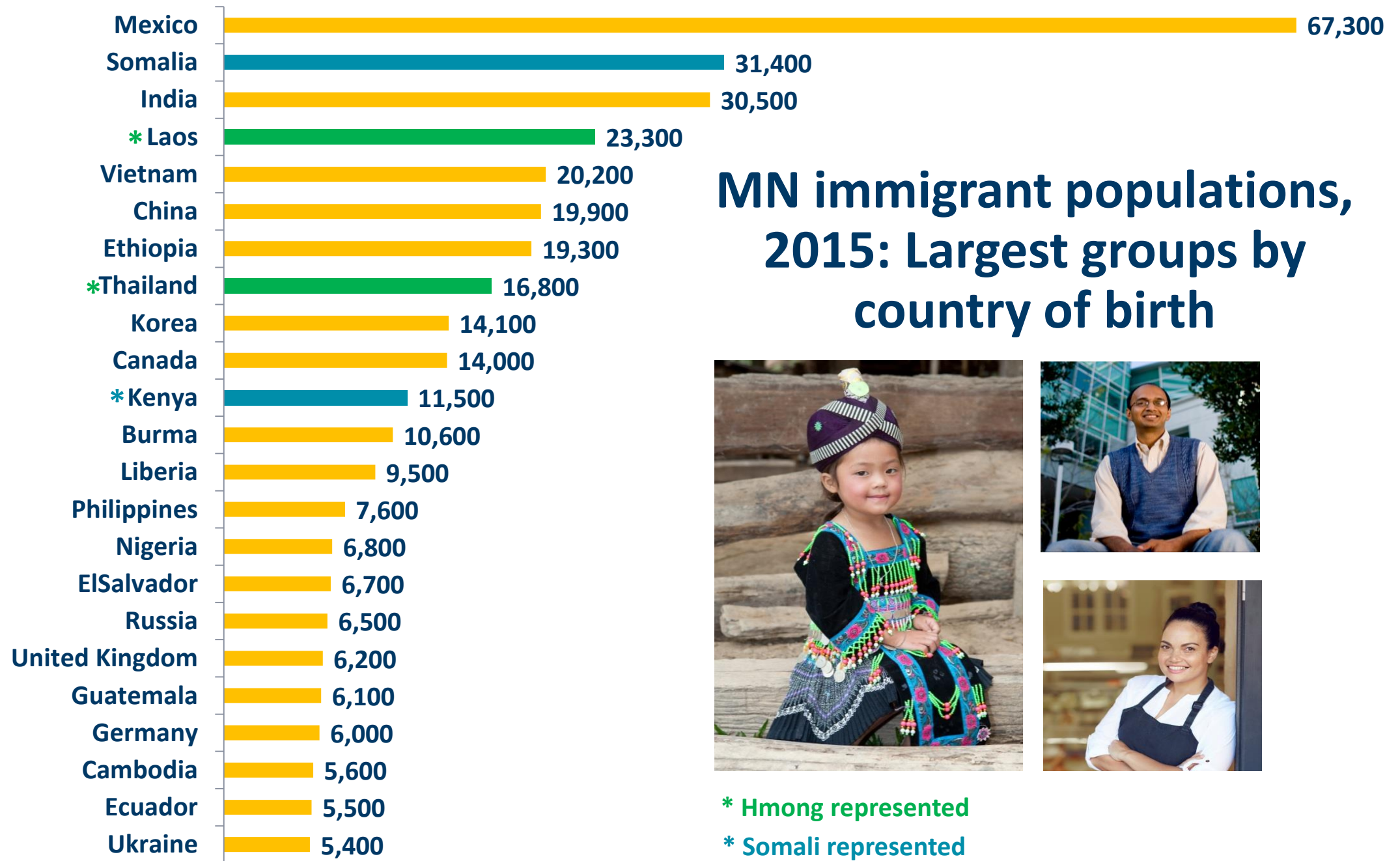
The foreign-born population has increased in MN since about 1990—but is still much lower than it was in the mid-19th Century

Percent foreign born

Minnesota and U.S., 1850-2016

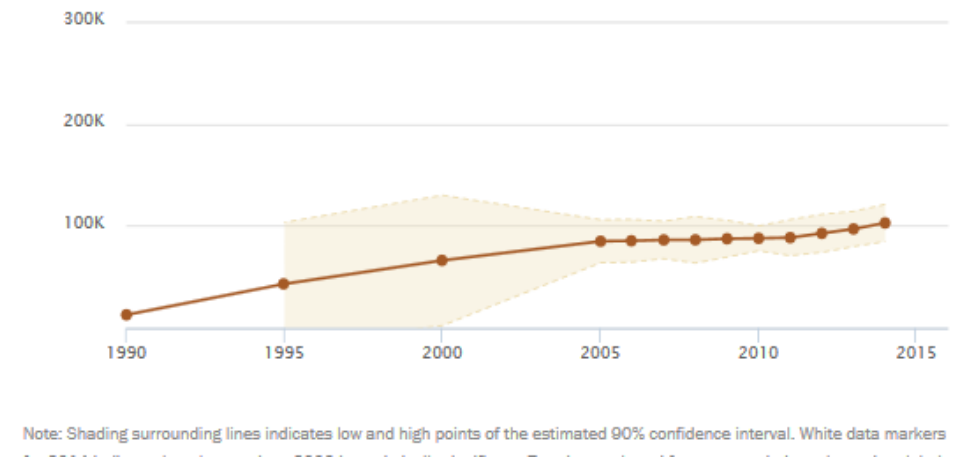


452,000 (8%)
Minnesotans
were born
outside of
the U.S.



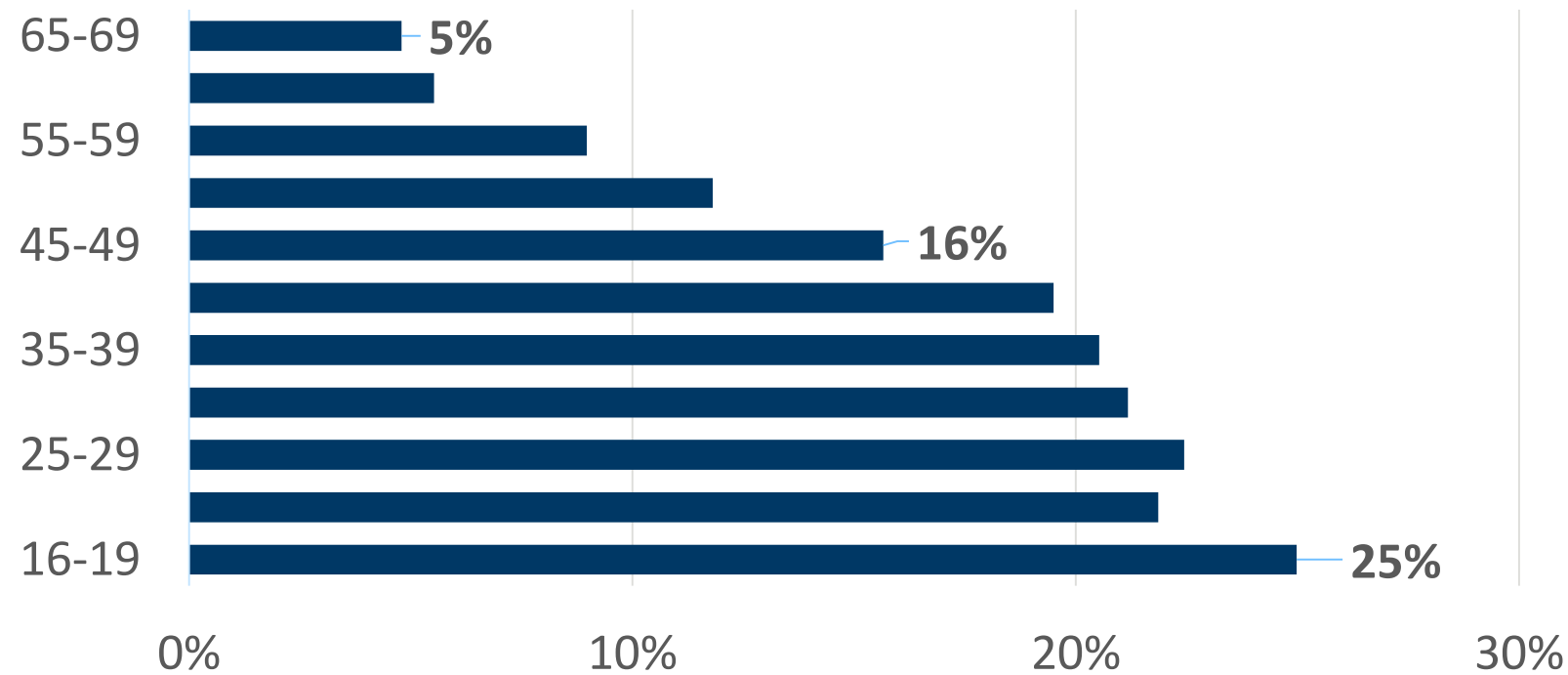
Estimates of the unauthorized population in Minnesota

- Estimated 85-100,000 unauthorized immigrants in Minnesota
- Estimated to have grown in the 1990s and early 2000s and then plateaued
- Less than half--45% of all unauthorized immigrants in MN come from Mexico
- About ¼ (23%) of all immigrants are unauthorized
- ~3% of labor force are estimated to be unauthorized

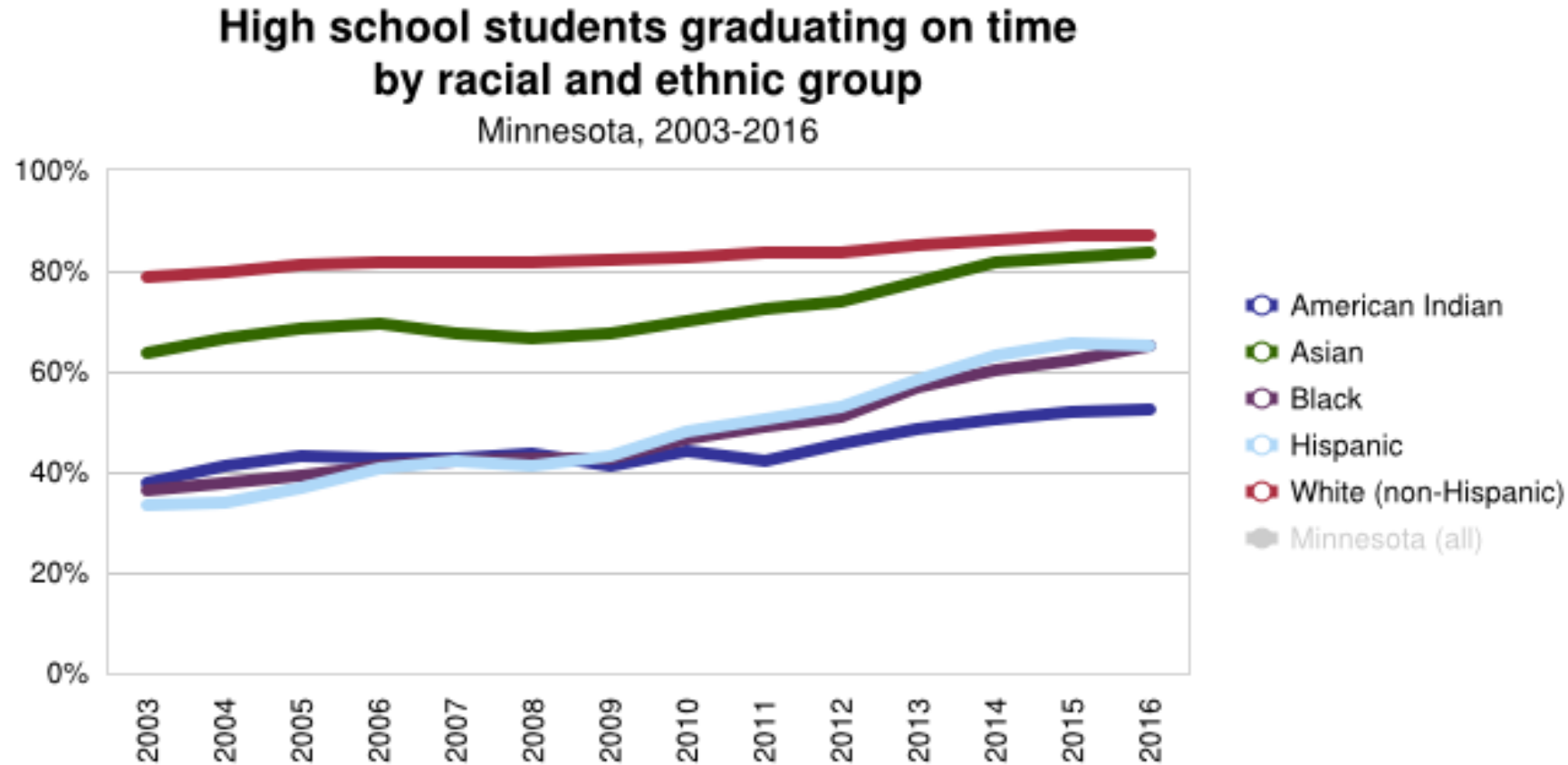


Racial & ethnic diversity in Minnesota's workforce grows as younger workers replace those retiring

PERCENT OF MINNESOTA'S LABOR FORCE THAT
ARE PEOPLE OF COLOR, BY AGE, 2015



High school graduation gaps by race persist



The Economic Status of Minnesotans

A Chartbook With Data For 17 Cultural Groups

JANUARY 2016



mn.gov/demography

Cultural Groups, by Size

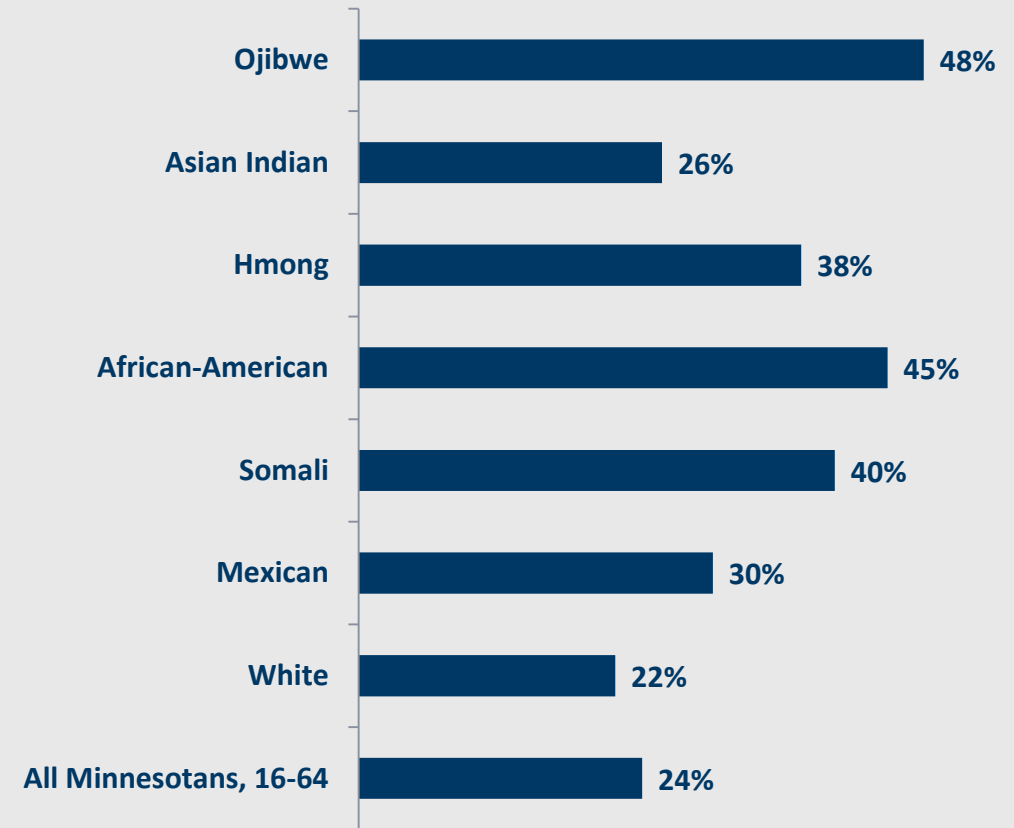
The Economic Status of
Minnesotans: A Chart book,
Minnesota State Demographic
Center, 2016.

Cultural Group	Percent	People
White	82.1%	4,417,700
African-American	4.0%	216,700
Mexican	3.4%	184,100
Hmong	1.2%	66,600
Somali	0.9%	46,300
Asian Indian	0.8%	42,800
Ojibwe	0.6%	33,500
Vietnamese	0.6%	29,800
Chinese	0.5%	29,400
Korean	0.4%	22,500
Ethiopian	0.3%	17,000
Filipino	0.3%	14,100
Liberian	0.3%	14,000
Puerto Rican	0.2%	12,500
Lao	0.2%	12,100
Russian	0.2%	9,900
Dakota	0.1%	6,100
<i>Not in any above group</i>	3.9%	207,200
All Minnesotans	100%	5,382,400

Where do the opportunities lie?

Unemployed OR Not in Labor Force (Ages 16-64)	
Ojibwe	10,300
Asian Indian	7,600
Hmong	15,500
African-American	59,700
Somali	9,700
Mexican	33,300
White	635,700
All Minnesotans	847,700

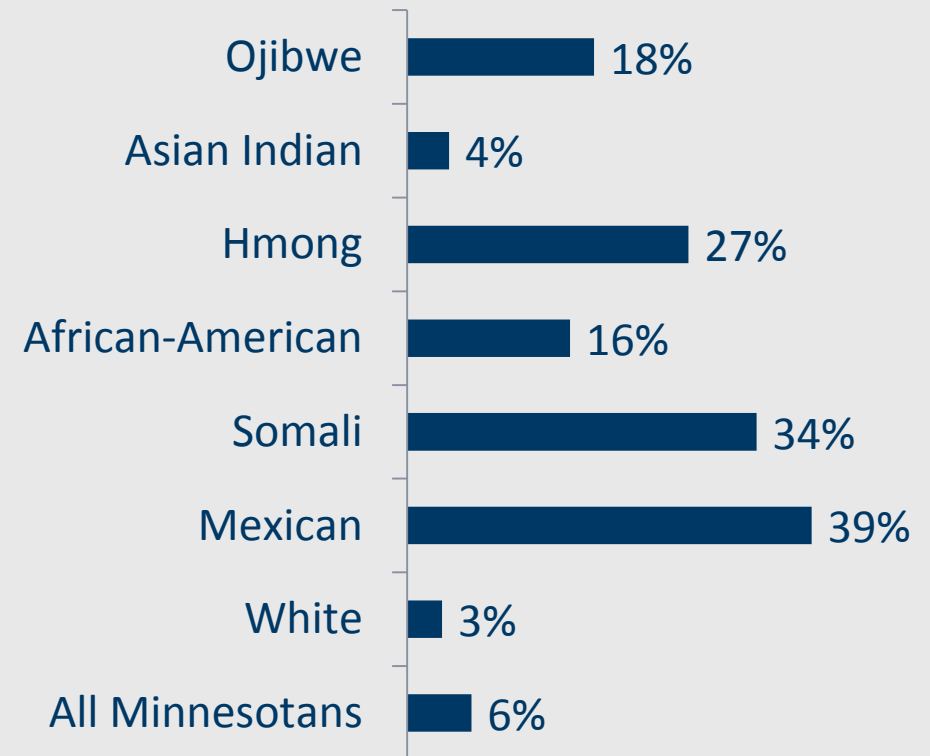
Percent Unemployed or Not in Labor Force



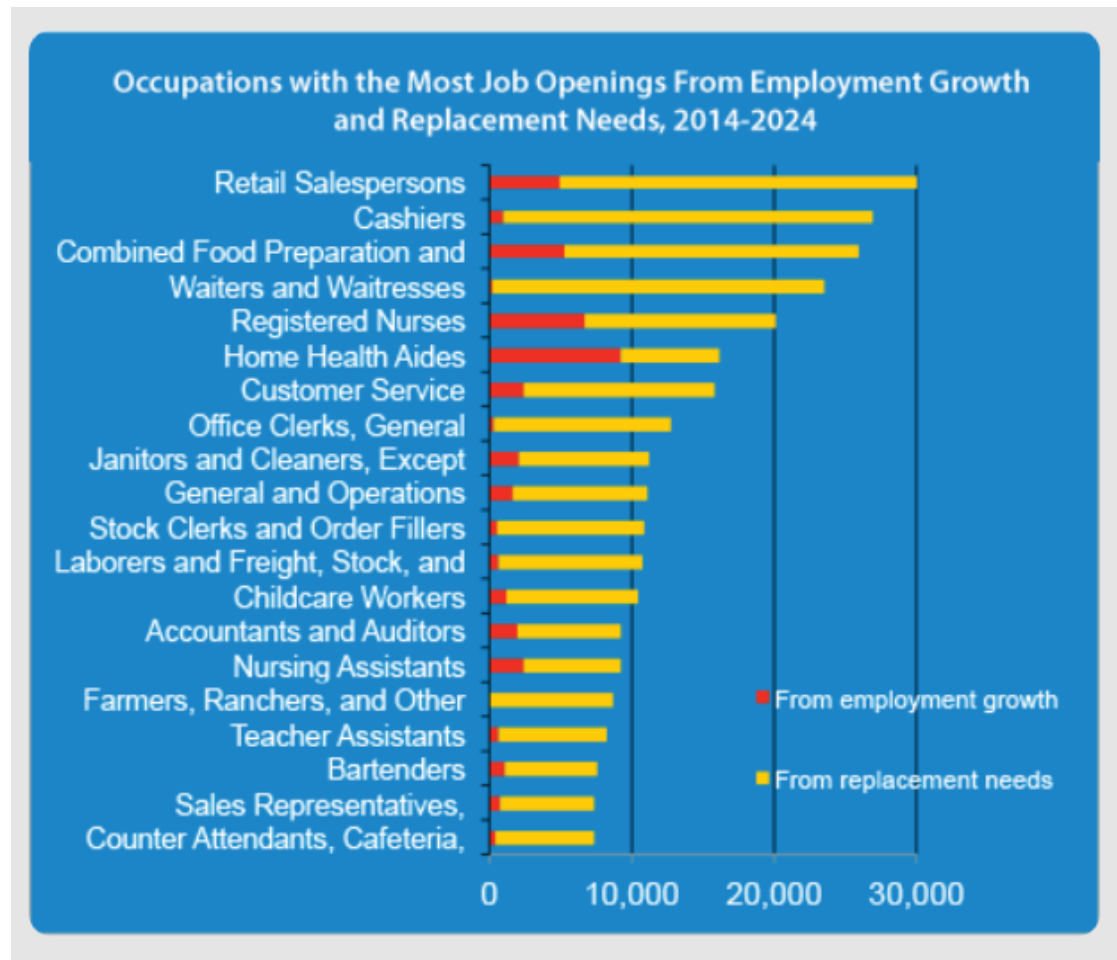
Low ed. attainment among some Populations of Color; many White MNs without H.S. Diplomas

	No H.S. Diploma/ GED	H.S. Diploma/ GED
Ojibwe	3,200	6,200
Asian Indian	1,100	1,100
Hmong	7,400	5,900
African-American	15,300	25,500
Somali	6,000	4,500
Mexican	32,200	23,400
White	81,700	573,800
All Minnesotans	179,600	677,500

Percent with Less Than High School Diploma

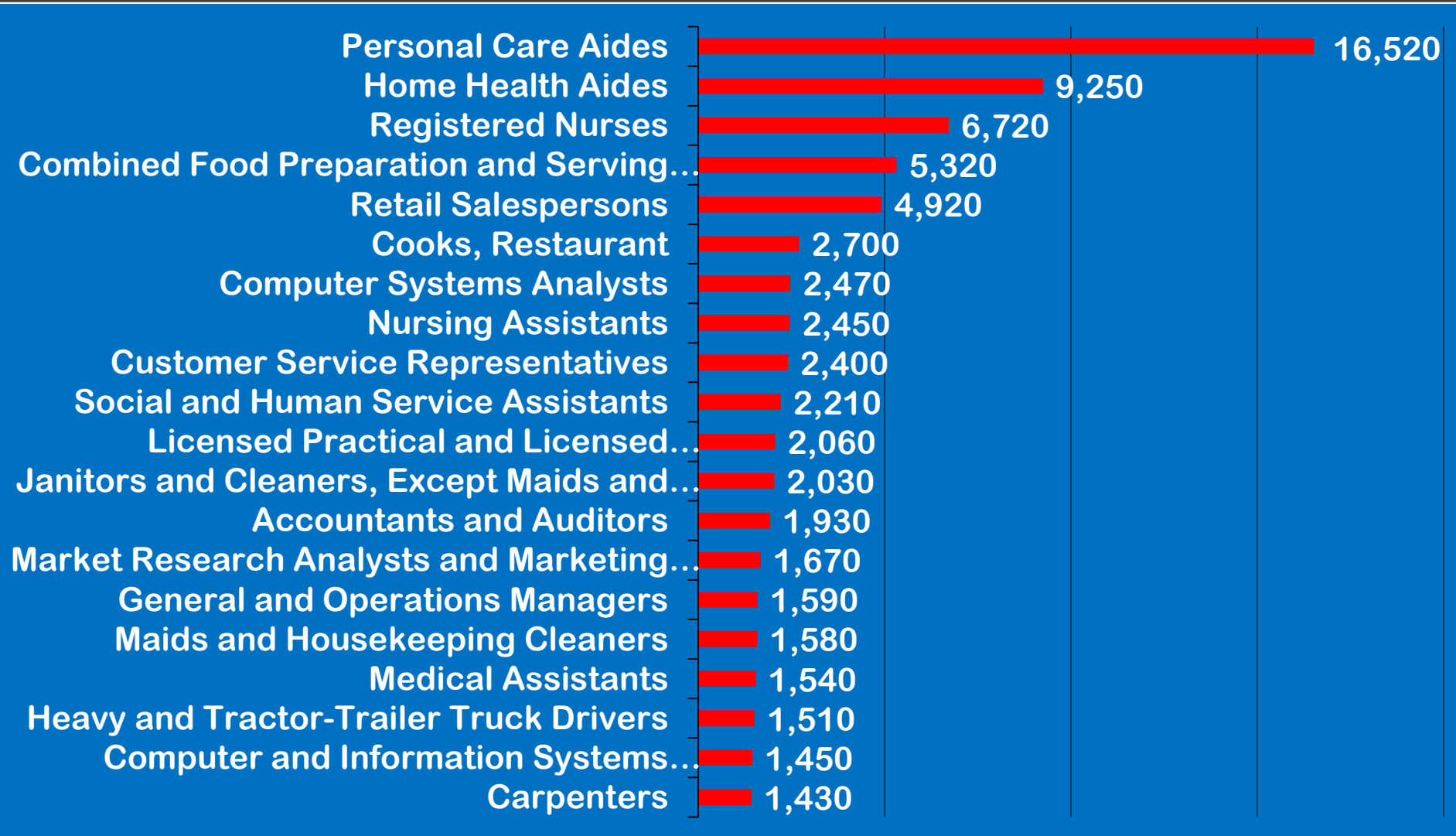


Projections point to the most demand in lower-skilled jobs



Source: MN DEED, Employment Outlook Projections

Occupations with the Most Projected New Jobs 2014 - 20204



Source: MN DEED, Employment Outlook Projections

Demographic change over the next 15 years will bring **new opportunities**; will give us new license to put policies, programs and institutions in place that **work for more of us**

Website: mn.gov/demography